



**KOTTAKKAL FAROOK ARTS AND SCIENCE COLLEGE**

**WOMAN DEVELOPMENT CELL**

**ANNUAL REPORT**

**2022-23**

## Academic year 2022-2023

### Introduction

The Women Development Cell (WDC) at Kottakkal Farook Arts and Science College aims to create a gender-sensitive and inclusive environment. The cell is working as a forum for guidance, counselling, training and welfare programs for women. Its motto is "Empowered Women: Nations Strength". Its objective is to promote awareness and active response among women to bring out their full potential as resource for their own development and that of nation. The cell aim at enlightening and uplifting girls through various programs like training in emotional stability, career growth and entrepreneurial forums, skills and craft exhibitions etc. The cell helps the girl students to replace their grievances at the right place at the right time.

KFASC Women Development Cell, in collaboration with other committees including Internal Complaints Committee , Grievance Redressal Committee, National Service Scheme, and other committees and departments work towards gender equality,gender awareness, and empowerment. This annual report highlights the initiatives undertaken by the WDC, including gender audit initiatives, gender sensitivity in curricular and co- curricular activities, facilities for women, and various gender sensitization programs during the academic year 2022-23.


### Gender Audit Initiatives

**1. Formation of Gender Audit Team:** The WDC established a dedicated Team comprising faculty members, administrative staff, and student representatives to conduct a gender audit.

### Constitution of Gender Audit Team

| Sl. No | Name                | Position held             | Designation                           |
|--------|---------------------|---------------------------|---------------------------------------|
| 1      | Prof. M Abdul Azeez | Chairman                  | Principal                             |
| 2      | T K Faheema         | Vice Chairman             | IQAC coordinator                      |
| 3      | Mohammed Labeeb M   | Internal committee member | Vice Principal                        |
| 4      | Prasanna K T        | Internal committee member | WDC coordinator                       |
| 5      | Sampreeth TM        | Internal committee member | Head, Department of political science |
| 6      | Nashmiya            | Student representative    | Ilyear BSc Physics                    |



  
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|   |             |                        |             |
|---|-------------|------------------------|-------------|
| 7 | Aysha Nafla | Student representative | II year BBA |
|---|-------------|------------------------|-------------|

**2. Data Collection and Analysis:** collected the details from students and staff to gather data on gender representation, participation, and perceptions of gender equality. The data was meticulously analyzed to identify strengths and areas for improvement.

**Gender wise details of participants in different categories**

| Sl. No. | Category             | Total | Male            | Female          | Dominancy |
|---------|----------------------|-------|-----------------|-----------------|-----------|
| 1       | Students             | 1334  | 386<br>(28.94%) | 948<br>(71.06%) | FEMALE    |
| 2       | Teaching Faculty     | 51    | 16<br>(31.4%)   | 35<br>(68.6%)   | FEMALE    |
| 3       | Non - teaching staff | 22    | 5<br>(22.7%)    | 17<br>(77.3%)   | FEMALE    |
| 4       | HODs                 | 8     | 6<br>(75%)      | 2(25%)          | MALE      |
| 5       | NSS volunteers       | 120   | 42<br>(35%)     | 78<br>(65%)     | FEMALE    |

**3. Report and Recommendations:** The findings were compiled into a comprehensive report, which included recommendations for enhancing gender parity and addressing identified gaps.

The data reveals a significant gender disparity across different categories, with females generally being in the majority in most categories, except for HODs, where males dominate.

- The student population is predominantly female, with females making up over 71% of the total student body.
- The teaching faculty also shows a higher percentage of females, with 68.6% female representation compared to 31.4% male.
- Non-teaching staff have an even more pronounced gender disparity, with females constituting 77.3% of the total.
- In contrast to other categories, HODs are predominantly male, with males making up 75% of the total.
- NSS volunteers are also majority female, with 65% of volunteers being female.

The data indicates a clear female dominance in most categories, except for the heads of departments. This gender distribution suggests potential areas for policy review and intervention to ensure balanced representation where necessary.

**Recommendations**

1. Policy Review: Assess existing policies to ensure they support gender equality, especially in leadership positions.
2. Encouragement Programs: Implement programs to encourage male



  
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participation in categories where they are underrepresented.

3. Gender Sensitivity Training: Conduct training sessions for all categories to promote gender sensitivity and awareness.
4. Continuous Monitoring: Regularly monitor the gender distribution to identify trends and areas needing attention.

By addressing these recommendations, the institution can work towards a more balanced and inclusive environment for all members.

### Gender Sensitivity in Curricular Activities

1. Curriculum Assessment: A thorough review of the existing curriculum was conducted to ensure the integration of gender-sensitive content. Efforts were made to include discussions on gender equality, women's contributions in various fields, and critical gender theories across disciplines. The following 25 gender equity courses and one audit course are incorporated in the curriculum as part of the syllabus prescribed by the University.

| Sl.No. | Course name                                   | Course Type   | Department            |
|--------|---|---------------|-----------------------|
| 1      | Organisational behavior                       | Core          | Commerce & Management |
| 2      | Physiology and ethology                       | Complementary | Botany                |
| 3      | Microeconomics I                              | Core          | Economics             |
| 4      | Microeconomics II                             | Core          | Economics             |
| 5      | Quantitative methods for economic analysis II | Core          | Economics             |
| 6      | Economics of growth and development           | Complementary | Economics             |
| 7      | Introducing literature                        | Core          | English               |
| 8      | Litmosphere -the world of literature          | Common        | English               |
| 9      | Social and cultural history of Britain        | Complementary | English               |
| 10     | Appreciating poetry                           | Core          | English               |
| 11     | Readings from the fringes                     | Common        | English               |
| 12     | Readings on Kerala                            | Common        | English               |
| 13     | Appreciating prose                            | Core          | English               |
| 14     | Readings on Indian literature                 | Common        | English               |
| 15     | Social and cultural history of Britain II     | Complementary | English               |
| 16     | Appreciating fiction                          | Core          | English               |
| 17     | Literary criticism                            | core          | English               |
| 18     | Songs and stories of our world                | Common        | English               |



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|    |                                |              |         |
|----|--------------------------------|--------------|---------|
| 19 | Appreciating drama and theatre | Core         | English |
| 20 | Literary theory                | Core         | English |
| 21 | Appreciating literature        | Open         | English |
| 22 | Voices of women                | Core         | English |
| 23 | Classics of world literature   | Core         | English |
| 24 | Film studies                   | Core         | English |
| 25 | New literature in english      | Core         | English |
| 26 | Gender studies/ gerontology    | Audit course |         |

Certificate Courses focusing on Women and Gender Studies were introduced. These courses aimed to provide students with a deeper understanding of gender issues and promote critical thinking.

Workshops and Lectures: Regular workshops and guest lectures were organized, featuring experts in gender studies to discuss topics such as gender roles, stereotypes, and the significance of gender equality in education and professional spaces.

### Co-curricular Activities

Club Activities: NSS, ED club organized activities such as work shops, debates and seminars focused on women empowerment and gender equality.

Awareness Campaigns: Organization of awareness campaigns on important days such as International justice Day and human rights Day. These campaigns included lectures, posters, and social media activities to spread awareness.

#### 1. International day for justice

A seminar named JUSTICIA was conducted on 18th July 2022 at the Seminar hall in Farook Arts and Science College. It was held in relation to the World Day for International Justice. The seminar began at 11 am on Monday with the inaugural session. The inauguration was done by the honorable principal of Farook Arts and Science College, Prof. Abdul Azeez. The presidential address was delivered by Mr. Sampreeth T M, Head of the Department of Political Science. Facilitations were done by Mr. Shamshudheen C P, Mr. Mujeeb T.P, and Ms. Fathima N P. During the inaugural session, the previous year's top students – Jaseela C, Rashida, Sinsiya, and Mujeeb – were given mementos.

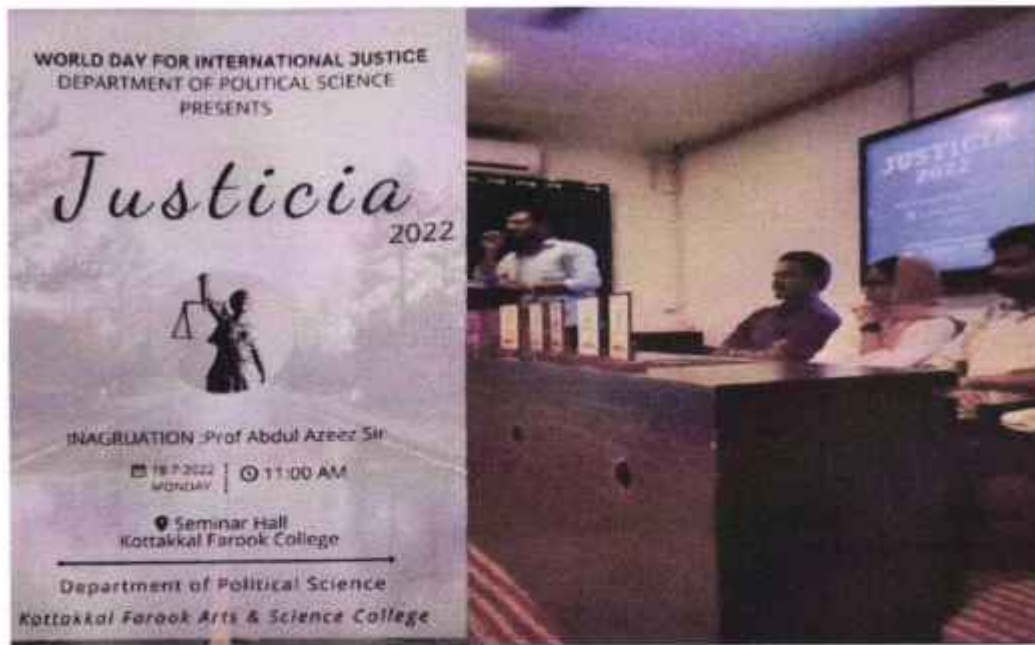
The second session was conducted after the inaugural session. It was a debate session on the topic "Women Justice in India." Students actively participated in the debate and discussion. The debate was anchored by Shahid Afreed, Secretary of the Political Science Association.

The afternoon session was a seminar presentation session. The seminar



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presentation was based on the concept of justice in political science. Shahid Afreed, Albin Sajeev, Safa Farvie, Sahala T, and Anupama presented papers on the respective topics. Students asked questions and actively participated in the discussions.



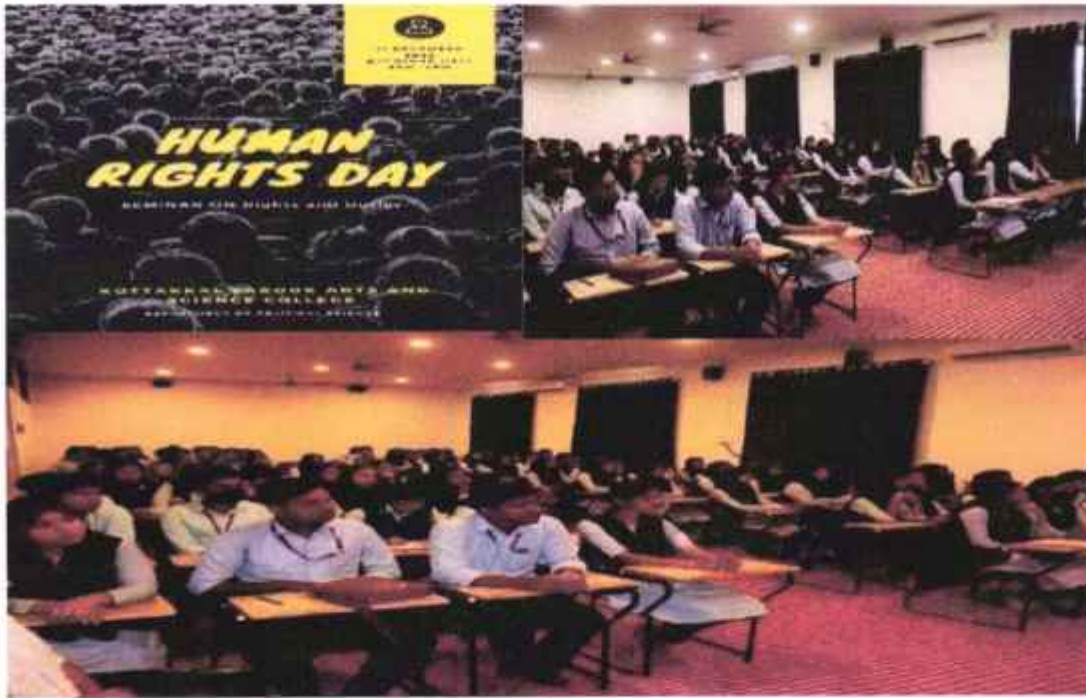
## 2. International day of human rights

The Department of Political Science organized a seminar on 11th December 2022, in relation to the International Day of Human Rights. The seminar was conducted at the Farook Arts and Science College Seminar hall. The seminar began at 2:00 pm with the inaugural session. The inauguration was done by Prof. Abdul Azeez, honorable principal of Farook Arts and Science College. The presidential address was delivered by Mr. Sampreeth T M, Head of the Department of Political Science. Facilitations were done by Mr. Shamshudheen C P, Mr. Anjali K G, and Ms. Fathima N P.

The second session began shortly after the inaugural session and was a discussion session. The topic was "Rights and Duties." The discussion covered the National Human Rights Commission, human rights histories, and human rights activities across the world. The discussion and seminar presentation were led by Mr. Sampreeth T M, Head of the Department of Political Science. Students actively participated in the discussion, presented papers on human rights violations in different sessions, and shared their opinions on human rights violations with supporting examples.



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**Cultural Programs:** Inclusion of gender equality themes in cultural programs and festivals like onam and christmas. Performances, exhibitions, and art displays aimed to challenge gender stereotypes and highlight women's achievements.

**Sports and Recreation:** Promotion of equal participation of women in sports and recreational activities. Special training sessions and tournaments were organized to encourage women's involvement in these areas.

## **GENDER SENSITIZATION PROGRAMS**

**Orientation Programs:** Inclusion of gender sensitization sessions in orientation programs for new students and staff. These sessions aimed to create awareness about gender issues and the college's commitment to equality.

**Training Workshops:** Regular training workshops for faculty and administrative staff on gender sensitivity and inclusive practices. These workshops focused on creating a supportive environment for all genders.

### **1. Empowering Women: The Art of Self Defense**

#### **Overview**

The "Empowering Women: The Art of Self Defense" event was organized by the Women Development Cell in association with the Department of Physical Education. The event aimed to promote self-defense skills among women, highlighting the importance of personal safety and empowerment.



  
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## Event Details

Title: Empowering Women: The Art of Self Defense Date:  
22nd March 2023 (Wednesday)

Time: 2:30 PM to 4:30 PM

Venue: College Auditorium, Kottakkal Farook Arts & Science College

## Organizers

- Women Development Cell
- Department of Physical Education

## Key Participants

Inauguration by: Prof. M Abdul Azeez (Principal) Facilitator:  
Mr. Bapputty (4th DAN Black Belt)

## Event Objectives

Empowerment: To empower women by teaching them practical self- defense techniques.

Awareness: To raise awareness about the importance of self-defense and personal safety.

Confidence Building: To build confidence among women to handle potential threats effectively.

## Program Highlights Inauguration

### Ceremony:

The event was inaugurated by Prof. M Abdul Azeez, Principal of Kottakkal Farook Arts & Science College, who emphasized the significance of self-defense training for women and the role of educational institutions in fostering a safe environment.

### Self-Defense Workshop:

The workshop was facilitated by Mr. Bapputty, a highly skilled martial artist holding a 4th DAN Black Belt.

His session included:

- Demonstrations of basic self-defense moves.
- Techniques for defending against common attacks.
- Practical tips on maintaining awareness and avoiding dangerous situations.
- Interactive practice sessions for participants to try out the techniques.

## Impact and Feedback

Participant Response: The workshop was well-received, with positive feedback from attendees who appreciated the practical nature of the training and the confidence it instilled in them.

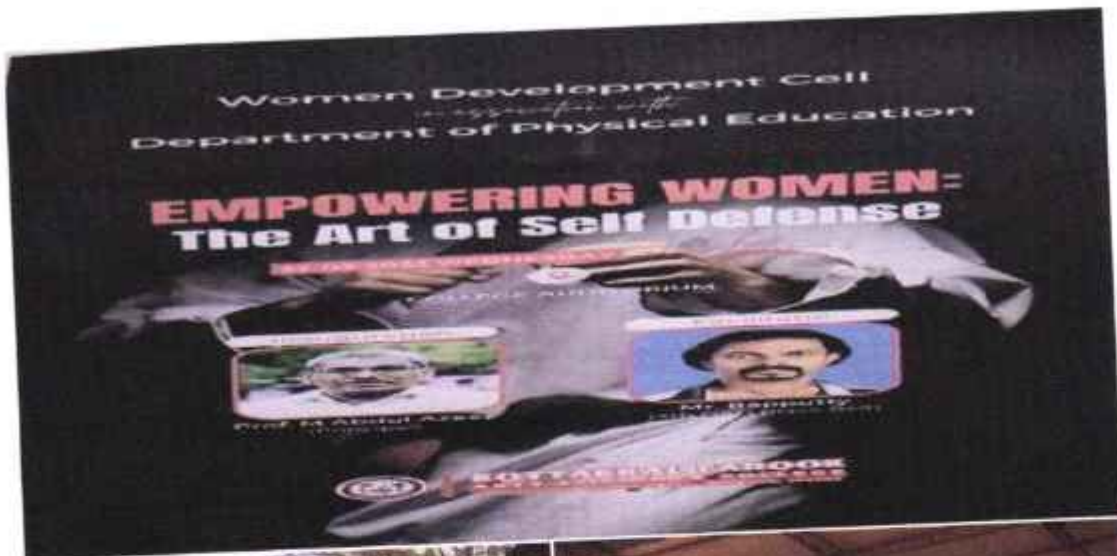
Empowerment: Many participants expressed a newfound sense of empowerment and readiness to protect themselves in real-world scenarios.



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The "Empowering Women: The Art of Self Defense" event successfully achieved its goals of educating and empowering women through self-defense training. The collaboration between the Women Development Cell and the Department of Physical Education resulted in a valuable initiative that could have a lasting impact on the safety and confidence of the participants.



## 2. Monetise Your Passion: One Day Hand Embroidery Workshop

The Entrepreneurship Development Club at Kottakkal Farook Arts and Science College organized a Women Entrepreneurs Development Programme titled "Monetise Your Passion." This programme featured a one-day hand embroidery workshop.

### Details of the Workshop:

Date: 12th August 2022

Day: Friday Time:

10:00 am

Venue: College Auditorium

The workshop was led by Zeenath K, an embroidery artist and alumna of KFASC (BBA Batch 2013-2016). She is also known by her Instagram handle @art\_shed\_.

The event aimed to empower women entrepreneurs by helping them turn their



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passion for hand embroidery into a profitable venture.



**Explore Your Possibilities & Forget Your Insecurities eries:**

Alumni Talk Series - 2

**Programme:**

Women Entrepreneurs Development Programme

**Date and Time:**

12 August 2022, Friday, 9:30 AM

**Venue:**

KFASC Seminar Hall

**Speakers:**

Programme Inauguration: Prof. M Abdul Azeez (Principal)

Chief Guest: Shaheed Vadakkethil (Assistant District Industries Officer) Keynote

Speaker: Zeenath. K (art\_shed\_) (Entrepreneur, BBA 2013-2016 Batch)

**Organizers:**

- Entrepreneurship Development Club
- Internal Quality Assurance Cell (IQAC), Kottakkal Farook Arts & Science College



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**PG DEPARTMENT OF COMMERCE & MANAGEMENT  
KOTTAKKAL FAROOK ARTS & SCIENCE COLLEGE**

**ALUMNI TALK SERIES - 7**

**Women Entrepreneurs  
Development Programme**

**Explore Your Possibilities &  
Forget Your Insecurities**

12 AUGUST 2022  
12:00PM - 5:30 PM

KFAC  
SERVICIAN HALL

INTERNAL QUALITY ASSURANCE CELL



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## **Facilities for Women**

**Infrastructure Improvements:** Enhancements in infrastructure to create a safe and comfortable environment for women. This included the construction of separate restrooms and common rooms.

**Safety Measures:** Implementation of safety measures such as CCTV surveillance, well-lit campus areas, and a dedicated helpline for emergencies. Regular safety audits were conducted to ensure a secure environment.

## **Conclusion**

## **Future Plans**

**Enhanced Curriculum Integration:** Further integration of gender studies across all courses.

**Mentorship Programs:** Development of mentorship programs specifically for women to guide them in academic and career pursuits. **Community**

**Partnerships:** Establishing partnerships with organizations working on gender issues to provide students with practical exposure and internship opportunities.



## Report on Gender Sensitization Survey

The gender sensitization survey was conducted to evaluate the awareness, perceptions, and effectiveness of gender-related initiatives and resources within the college. The primary objectives were to understand the students' knowledge of gender issues, the availability of support structures, and the overall inclusivity of the college environment. The survey aimed to gauge students' perceptions and understanding of gender-related issues and the availability of resources and support systems to address these concerns.

### Survey Objectives

1. Assess the level of awareness regarding gender sensitization programs.
2. Evaluate perceptions of equal opportunities in participation within college activities.
3. Determine the adequacy and accessibility of facilities provided by the Women Development Cell.
4. Identify areas for improvement in gender sensitization efforts.

### Methodology

The survey was distributed through google form to a diverse group of students across different years and disciplines within the college. Responses were collected anonymously to ensure candid feedback.

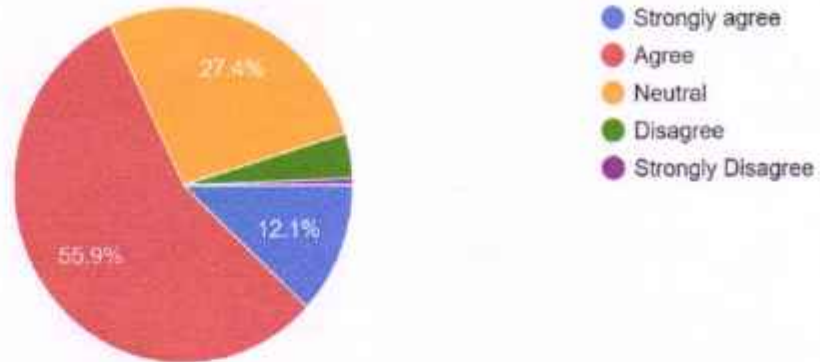
### Key Findings

The survey results provide a mixed but generally positive view of the college's gender sensitization efforts. The majority of students are aware of and satisfied with the available resources and perceive the environment as inclusive. These insights suggest the need for ongoing efforts to raise awareness, improve communication, and continually assess and address the needs of the student body to foster a more inclusive and supportive environment for all genders. Enhanced outreach programs and feedback mechanisms could play a crucial role in achieving these goals. However, the responses also reveal areas where awareness and facilities could be improved.



  
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1. The college conducts gender sensitization program as a part of its curriculum  
365 responses




The college has implemented gender sensitization programs as an integral part of its curriculum. This initiative aims to raise awareness and educate students about gender-related issues, including sexual harassment and gender equality. 55.9% of them agree with the importance and implementation of the gender sensitization program.

2. The college conducts gender awareness programs, such as awareness of sexual harassment as a part of its curriculum.  
365 responses



The college's initiative to integrate gender awareness programs, including education on sexual harassment, into its curriculum has garnered strong agreement from 19.7% of the student body. This indicates that nearly one-fifth of students recognize and strongly support the importance of these programs in fostering a safe and informed campus environment. While this figure reflects a solid foundation of approval, it also highlights

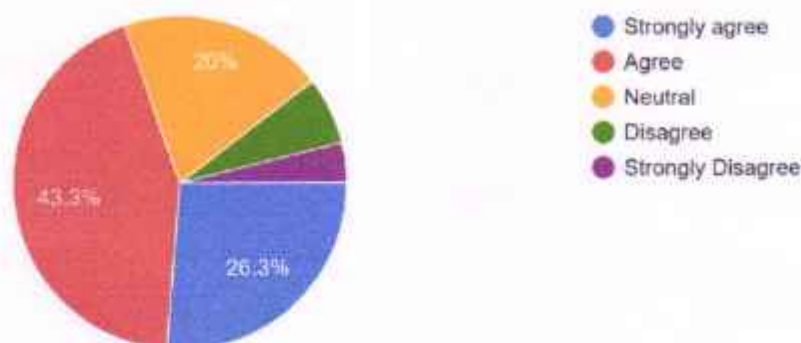


  
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the potential for increasing engagement and awareness among the broader student population.

### 3. Adequate number of toilets are available in the campus for girls

365 responses



A survey conducted on campus facilities revealed that 43.3% of students agree that there are an adequate number of toilets available for girls. This indicates that a significant portion of the student body feels confident about the availability and accessibility of these essential facilities, reflecting positively on the college's efforts to provide a supportive environment for female students. However, the data also suggests that there is room for improvement, as over half of the respondents did not express strong agreement.

### 4. Adequate facilities are available inside the toilets keeping in mind the need of girls.

365 responses



A recent assessment of campus facilities indicates that 44.1% of students agree that the toilets on campus are adequately equipped to meet the needs of female students. This level of agreement shows that nearly half of the student body finds the available facilities satisfactory, suggesting that the college has made significant strides in providing appropriate amenities such as sanitary disposal units, sufficient lighting, and clean

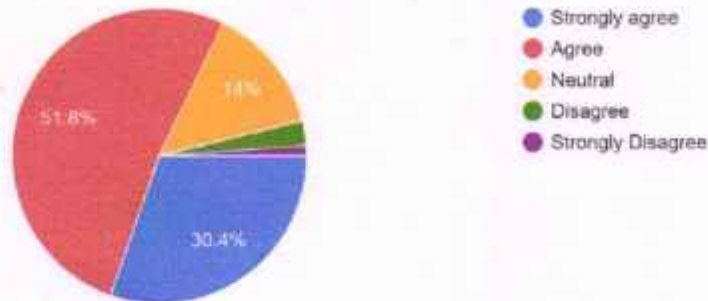


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environments. However, the feedback also points to the need for further enhancements, as a majority of students did not express full agreement.

5. The classroom offers equal opportunities to all genders.

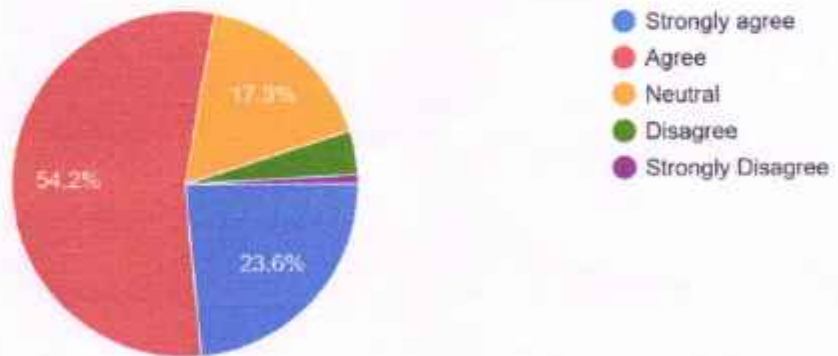
365 responses



A survey on classroom dynamics revealed that 51.8% of students agree that the classroom offers equal opportunities to all genders. This majority indicates a positive perception of the college's efforts to foster an inclusive and equitable learning environment. The feedback suggests that more than half of the student body feels that participation, resources, and attention are fairly distributed among all genders, which is a crucial step towards achieving gender equality in education.

6. The college offers equal opportunities to all genders in sports.

365 responses



A survey on classroom dynamics revealed that 51.8% of students agree that the classroom offers equal opportunities to all genders. This majority indicates a positive perception of the college's efforts to foster an inclusive and equitable learning environment. The feedback suggests that more than half of the student body feels that participation, resources, and



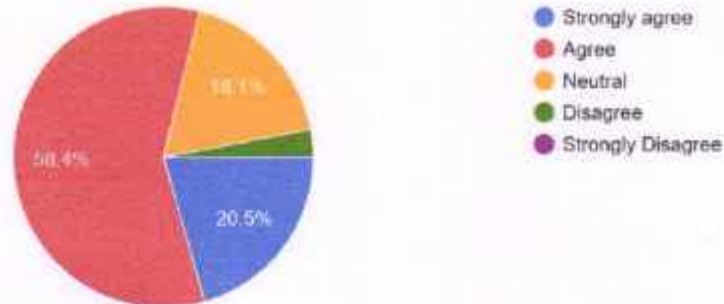
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attention are fairly distributed among all genders, which is a crucial step towards achieving gender equality in education.

7. There is equal opportunity to work with various clubs and forums.

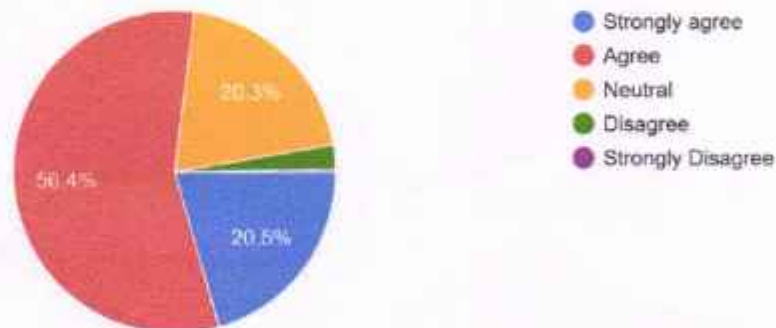
365 responses



According to recent data, 58.4% of respondents agree that there is equal opportunity to engage with various clubs and forums. This majority consensus indicates a positive perception regarding the accessibility and inclusivity of these organizations. It suggests that most individuals feel they have fair chances to participate in and benefit from the activities and resources offered by different clubs and forums, which could be attributed to effective outreach and inclusive policies.

8. There is equal opportunity to all genders for free and fair expression of ideas

365 responses



A survey assessing the freedom and fairness of idea expression among students found that 56.4% agree that there is equal opportunity for all genders to express their ideas freely and fairly. This indicates a majority of the student population perceives a positive and inclusive environment where diverse voices are heard and respected. The college's commitment to fostering open dialogue and equitable participation is reflected in these results, demonstrating progress toward an inclusive academic culture.



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9. A women development cell is in the college and students are aware about the women development cell.

365 responses



In a recent survey, 52.1% of students agree that they are aware of the Women Development Cell in the college, with an additional 17% strongly agreeing. This indicates that a significant majority of the student body recognizes the existence and efforts of the Women Development Cell, reflecting the cell's visibility and potential impact on campus. However, the data also reveals that there is room for improvement in raising awareness and engagement, as nearly a third of the students either do not agree or are unaware of the cell's initiatives.

10. There are ladies facilities available in the women development cell.

365 responses



A recent survey indicates that 52.3% of students agree, and an additional 15.1% strongly agree, that there are adequate facilities available for women in the Women Development Cell. This suggests that a majority of the student population recognizes and appreciates the efforts made to provide necessary amenities and support for female students through this



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cell. The positive feedback underscores the cell's role in addressing women's needs on campus. However, with a significant portion of students either neutral or unaware, there is still a need to improve awareness and perhaps enhance the facilities further to ensure they meet the diverse needs of all female students comprehensively.



  
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